

EMOTIONAL INTELLIGENCE AND WORKPLACE WELL-BEING: A STUDY OF THEIR COMBINED IMPACT ON EMPLOYEE PRODUCTIVITY IN THE TEXTILE INDUSTRY

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ABSTRACT

Emotional Intelligence (EI) and work well-being have become central issues affecting performance of employees, their job satisfaction and overall organizational performance. Although much has been done to explore these two factors in isolation, the interplay between EI and well-being as well as the combined effects on employee productivity is a little-known field especially on the textile industry. In the textile industry, where labour is considered to be an intensive, monotonous and physically strenuous experience of work, issues of this type are peculiar, which influence not only the working conditions of employees but also their productivity. The research aims at exploring the interaction between EI and well-being in the workplace to contribute to productivity levels of employees in the textile sector, and that the research will offer a practical insight that can be used by management to enhance workforce productivity and involvement.

The study employs a quantitative survey, to have a detailed picture on the relationship between EI, well-being and productivity. Three textile factories with a total of 300 employees were surveyed; this was to offer a delicate insight into how EI and a well-being at the workplace can foster the work outcomes. The research concludes that both EI and the well-being at work have positive and substantial impacts on productivity, and EI serves as a key mediator in the connection between the well-being and the productivity. High EI employees are likely to have improved mental and emotional wellbeing which translate to a more engaged and productive workforce. Moreover, the well-being at the workplace increases the capability of an employee to control emotions, alleviate stress, and job satisfaction, which further increases the level of productivity.

The results indicate that emotional intelligence as well as well-being not only complementary but are synergistic in enhancing productivity in employees. Companies that invest into the emotional intelligence development of employees and provide them with the environment where well-being is prioritized are also more likely to become more productive, have lower levels of absenteeism, and lower turnover rates. The paper provides practical suggestions that managers of the textile industry can adjust to their organizational culture, including the need to incorporate the use of EI-development programs and wellness programs. Investing in these factors, textile enterprises will have a stronger, more engaged, and productive workforce and eventually result in better business performance. The study makes more sense to the relationship between EI, well-being and productivity as a dynamic interaction, and it offers a framework that can be implemented in other industries that are challenged with similar problems.

KEYWORDS: *Emotional Intelligence, Workplace Well-Being, Employee Productivity, Textile Industry, Workplace Performance, Employee Engagement, Organizational Behavior.*

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